



WHAT IS HARASSMENT?

Any repeated, unwanted, unwelcome or uninvited behaviour. It makes you feel humiliated, intimidated or offended.

REMEMBER:

What is acceptable to one person may not be acceptable to another.

Examples of Harassment:

- > Physical
- > Verbal and non-verbal
- > Cyber-bullying
- > Mobbing

Effects of Harassment:

- > Fear & anxiety
- > Anger
- > Helpless & vulnerable
- > Depression
- > Physical distress
- > Low motivation & morale

Examples of Bullying:

- > Invasion of privacy
- > Spying
- > Open aggression
- > Malicious & offensive behaviour

WHAT IS BULLYING?

Bullying is more emotive with more emphasis on intimidation. Bullying can happen to anyone, anywhere!

Effects of Bullying:

- > Increased stress
- > Increased absenteeism
- > Reduced quality & productivity
- > Inability to perform duties effectively
- > Increased staff turnover
- > Overall tense work environment

LEGAL IMPLICATIONS

Harassment is a crime and is punishable by law (Article 251A (4) of the Criminal Code, Chapter 9 of the Laws of Malta.

REPORTING

If you think you are a victim of harassment or bullying, Speak up and Report!

STEP 1 ▶ **STEP 2**

Communicate complaint to a UM Staff Member. The complaint will be redirected to Advisor and Co-Advisor

Complainant is encouraged to directly request the alleged perpetrator to stop the offensive behaviour.

Possible Procedures to follow after initial complaint:

- 1** Informal Procedure
- 2** Formal Procedure
- 3** Decision to take no further action

This policy applies to UM and Junior College (JC) staff and students. It also applies to clients of UM and JC, its sub-contractors and other third parties with whom the institutions conduct dealings with.

HERE TO SUPPORT YOU

UM Health & Wellness Centre

📞 +356 2340 3988 ✉ health-wellness@um.edu.mt

UM Security

📞 +356 2340 2803 / +356 9990 8888

UM Harassment & Bullying Advisors

📍 um.edu.mt/services/harassmentandbullying/contactus

National Emergency Support Line

📞 179

Emergency (Police, Ambulance, Fire)

📞 112

Online 24/7 support

📍 kellimni.com

This is a guide; please ensure you read the Policy and Procedure in full:



📍 um.edu.mt/1/yEEA7